



United States Department of the Interior

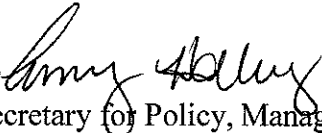
OFFICE OF THE SECRETARY

Washington, DC 20240

APR 13 2012

Memorandum

To: Solicitor
Assistant Secretaries and Equivalent Officers
Bureau Directors
Members of the Senior Executive Service by email

From: Rhea Suh 
Assistant Secretary for Policy, Management and Budget

Subject: FY 2011 Senior Executive Service Performance-Based Pay System Results

The purpose of this memorandum is to provide you with the results of the Department's Senior Executive Service (SES) FY 2011 performance rating and recognition process.

The Office of Personnel Management (OPM) gathers this information from all agencies annually and publishes it as government-wide statistics. In addition to using this information for government-wide reporting purposes, OPM also evaluates it as part of the process for certifying SES performance systems.

If you have any questions, please contact Jonathan Mack or Grace Barnes of the Executive Resources Division on 202-208-5590 or 202-208-6943.

Attachment

Ratings for Career, Non-Career and Limited Term SES								
FY 2009			FY 2010			FY 2011		
SES Rated	Rated At Highest Level	Percent at Highest Level	SES Rated	Rated at Highest Level	Percent at Highest Level	SES Rated	Rated at Highest Level	Percent at Highest Level
242	98	40%	243	124	51%	243	128	52%

Career SES Ratings						
FY 2009		FY 2010		FY 2011		
Career SES Rated	Percent at Highest Level	Career SES Rated	Percent at Highest Level	Career SES Rated	Percent at Highest Level	Change from FY 2010 to FY 2011
226	34.51%	219	43%	217	45%	+2%

Career SES Performance Awards				
	FY 2009	FY 2010	FY 2011	Change from FY 2010 to FY 2011
Average performance award	\$8602	\$10290	\$10,025	-\$265
Percentage of SES who received performance awards	72%	76%	71%	-5%
Percentage of Executives Rated Exceptional who received performance awards	-----	-----	97%	-----
Percentage of Executives Rated Superior who received performance awards	-----	-----	81%	-----